



V angleščini	Neuraden prevod v slovenščino: Lučka Böhmer, ZSSS
<u>European Social Partners Framework Agreement on digitalisation</u>	<u>Okvirni sporazum evropskih socialnih partnerjev o digitalizaciji</u>
Introduction	Uvod
Aims	Cilji
Scope	Področje uporabe
A partnership process between employers and workers' representatives	Partnerski proces med delodajalci in predstavniki delavcev
	1. Digitalne veščine ¹ in zagotavljanje zaposlitve

¹ Opomba prevajalke (po spletnem slovarju Fran, SAZU): Veščina je lastnost oziroma značilnost veččega. Vešč pa je tisti, ki zna dobro in praktično opraviti/opravlja kako dejavnost. Veščina je torej hkrati znanje in spretnost, kako v praksi dobro opraviti nalogo. Digitalne veščine pa so sposobnost iskanja, ocenjevanja, uporabe, deljenja in ustvarjanja vsebin z uporabo digitalnih naprav, kot so računalniki in pametni telefoni, ter s pomočjo interneta. Digitalna pismenost je sposobnost uporabe informacijskih in

<ol style="list-style-type: none"> 1. Digital skills and securing employment 2. Modalities of connecting and disconnecting 3. Artificial intelligence and guaranteeing the human in control principle 4. Respect of human dignity and surveillance <p>Implementation and follow-up</p>	<ol style="list-style-type: none"> 2. Načini priklopljanja in odklopljanja 3. Umetna inteligenca in zagotavljanje načela "odloča človek in ne stroj« 4. Spoštovanje človeškega dostojanstva in nadziranje <p>Izvajanje in nadaljnji ukrepi</p>
<p><u>Introduction</u></p> <p>The digital transformation of the economy is a multifaceted topic with large implications for labour markets, the world of work and society at large. It is dealt with in a variety of ways by EU member states, due to different social and economic situations, labour markets and industrial relations systems and existing initiatives, practices and collective agreements.</p> <p>The digital transformation brings clear benefits for employers, workers and jobseekers alike, in terms of new job opportunities, increased productivity, improvements in working conditions and new ways of organising work and improved quality of services and products. Overall, with the right strategies, it can lead to employment growth and job retention.</p> <p>The transition also comes with challenges and risks for workers and enterprises, as some tasks will disappear and many others will change. This requires the anticipation of change, the delivery of skills needed for workers and enterprises to succeed in the digital age. Others include work organisation and working conditions, work life balance and accessibility of technology, including</p>	<p><u>Uvod</u></p> <p>Digitalna preobrazba gospodarstva je večplastna tema z velikimi posledicami za trge dela, svet dela in družbo na splošno. Države članice EU jo obravnavajo na različne načine zaradi različnih družbenih in gospodarskih razmer, trgov dela in sistemov industrijskih razmerij³ ter že obstoječih pobud, praks in kolektivnih pogodb.</p> <p>Digitalna preobrazba prinaša jasne koristi za delodajalce, delavce in iskalce zaposlitve v smislu priložnosti za nova delovna mesta, večje produktivnosti, izboljšanja delovnih razmer in novih načinov organizacije dela ter boljše kakovosti storitev in izdelkov. Na splošno lahko s pravimi strategijami vodi k rasti zaposlovanja in k ohranjanju delovnih mest. Prehod prinaša tudi izzive in tveganja za delavce in podjetja, saj bodo nekatere naloge izginile, številne pa se bodo spremenile. Zato je treba te spremembe predvideti in pripraviti veščine, ki jih delavci in podjetja potrebujejo za uspeh v digitalni dobi. Vključujejo tudi organizacijo dela in delovne razmere, ravnovesje med poklicnim in zasebnim življenjem ter</p>

komunikacijskih tehnologij za iskanje, vrednotenje, ustvarjanje in sporočanje informacij, ki zahteva tako kognitivne kot tehnične veščine. Vrzal oziroma manko v digitalnih veščinah pomeni, da je premalo ljudi z ustreznimi digitalnimi veščinami, ki bi omogočili preobrazbo podjetij zdaj in v prihodnosti.

³ Pripomba prevajalke: Industrijska razmerja so znotraj posamezne delovne organizacije odnosi med delodajalci in delavci - zlasti če delavce zastopajo sindikati.

<p>infrastructure, across the economy and regions. Specific approaches are also needed for SMEs to embrace digitalisation in a way that is tailored to their specific circumstances.</p> <p>Since the gains are not automatic, we need to adapt our labour markets, education and training, and social protection systems to make sure the transition is mutually beneficial for employers and workers. The EU and national governments have an important role to play, by ensuring that the framework conditions allow and support employers and workers to grasp the opportunities and leave them space to find appropriate solutions to deal with the challenges, bearing in mind that they know best the situation on the ground and what measures are needed to benefit enterprises and workers.</p> <p>It is also important to take into account the climate and environmental impacts. Furthermore, a shared commitment is needed on the part of employers, workers and their representatives to make the most of the opportunities and deal with the challenges in a partnership approach, whilst respecting the different roles of those involved.</p> <p>This framework agreement is the shared commitment of the European cross-sectoral social partners² to optimise the benefits and deal with the challenges of digitalisation in the world of work.</p>	<p>dostopnost tehnologije, vključno z infrastrukturo po gospodarstvu in regijah. Posebni pristopi so potrebni tudi za mala in srednje velika podjetja, da bi digitalizacijo sprejela na način, prilagojen njihovim posebnim okoliščinam.</p> <p>Ker te koristi niso samodejne, moramo prilagoditi trge dela, izobraževanje in usposabljanje ter sisteme socialne varnosti, da bo prehod v obojestransko korist delodajalcev in delavcev. EU in nacionalne vlade imajo pomembno vlogo, saj morajo zagotoviti okvirne pogoje, ki omogočajo in podpirajo delodajalce in delavce pri koriščenju priložnosti, ter jim pustiti prostor za iskanje ustreznih rešitev za spopadanje z izzivi. Pri tem je treba upoštevati, da sami najboljše poznajo razmere na terenu in vedo, kateri ukrepi so potrebni v korist podjetij in delavcev.</p> <p>Prav tako je pomembno upoštevati tudi učinke na podnebje in okolje. Poleg tega je potrebna skupna zaveza delodajalcev, delavcev in njihovih predstavnikov, da bi kar najboljše izkoristili priložnosti in se s partnerskim pristopom spoprijeli z izzivi, spoštujoč različne vloge vpletenih.</p> <p>Ta okvirni sporazum je skupna zaveza evropskih medsektorskih socialnih partnerjev⁴, da bodo optimizirali koristi in se spopadli z izzivi digitalizacije v svetu dela.</p>
<p><u>Aims</u></p> <p>This framework agreement aims to:</p> <ul style="list-style-type: none"> • Raise awareness and improve understanding of employers, workers and their representatives of the opportunities and challenges in the world of work resulting from the digital transformation; 	<p><u>Cilji</u></p> <p>Cilj tega okvirnega sporazuma je:</p> <ul style="list-style-type: none"> • povečati ozaveščenost in izboljšati razumevanje delodajalcev, delavcev in njihovih predstavnikov o priložnostih in izzivih v svetu dela zaradi digitalne preobrazbe;

² BusinessEurope, SMEunited, CEEP and the ETUC (and the liaison committee EUROCADRES/ CEC)

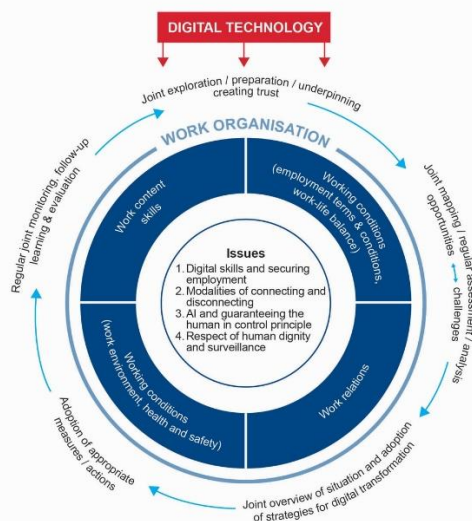
⁴ BusinessEurope, SMEunited, CEEP in ETUC (s povezanim odborom EUROCADRES/ CEC)

<ul style="list-style-type: none"> • Provide an action-oriented framework to encourage, guide and assist employers, workers and their representatives in devising measures and actions aimed at reaping these opportunities and dealing with the challenges, whilst taking into account existing initiatives, practices and collective agreements; • Encourage a partnership approach between employers, workers and their representatives; • Support development of a human-oriented approach to integration of digital technology in the world of work, to support/assist workers and enhance productivity; <p>By:</p> <ul style="list-style-type: none"> • Outlining a joint dynamic circular process, which takes into account the different roles and responsibilities of the different actors and can be tailored to different national, sectoral and/or enterprise situations, industrial relations systems, jobs and different digital technologies/tools; • Highlighting concrete approaches, actions and measures, which employers, workers and their representatives can use, according to their specific needs and circumstances, to tackle topics such as skills, work organisation and working conditions. 	<ul style="list-style-type: none"> • zagotoviti v ukrepanje usmerjen okvir za spodbujanje, usmerjanje in pomoč delodajalcem, delavcem in njihovim predstavnikom pri oblikovanju ukrepov in dejanj za koriščenje teh priložnosti in za spopadanje z izzivi, upoštevajoč že obstoječe pobude, prakse in kolektivne pogodbe; • spodbujanje partnerskega pristopa med delodajalci, delavci in njihovimi predstavniki; • podpora/pomoč delavcem in povečanju produktivnosti z razvojem pristopa, ki pri vključevanju digitalne tehnologije v svet dela v prednost postavlja človeka; <p>na naslednji način:</p> <ul style="list-style-type: none"> • z opisom skupnega dinamičnega krožnega procesa, ki upošteva različne vloge in odgovornosti različnih akterjev in ga je mogoče prilagoditi različnim nacionalnim, sektorskim in/ali podjetniškim razmeram, sistemom industrijskih razmerij, delovnim mestom in različnim digitalnim tehnologijam/orodjem; • s poudarjanjem konkretnih pristopov, dejanj in ukrepov, ki jih lahko delodajalci, delavci in njihovi predstavniki uporabijo v skladu s svojimi specifičnimi potrebami in okoliščinami pri ukvarjanju s temami, kot so veščine, organizacija dela in delovne razmere.
<p><u>Scope</u></p> <p>This Autonomous Agreement has been concluded by the European cross-sectoral social partners and applies to the whole of the EU/EEA.</p> <p>It covers all workers and employers in the public and private sectors and in all economic activities including in activities using online platforms where an employment relationship exists, as defined nationally.</p> <p>When referring to 'enterprises' in this agreement, we mean organisations from private and public sector.</p>	<p><u>Področje uporabe</u></p> <p>Ta avtonomni sporazum so sklenili evropski medsektorski socialni partnerji in velja za celotno EU/Evropski gospodarski prostor (EEA).</p> <p>Zajema vse delavce in delodajalce v javnem in zasebnem sektorju ter v vseh gospodarskih dejavnostih, vključno z dejavnostmi spletnih platform, kjer obstaja delovno razmerje, kot je opredeljeno na nacionalni ravni.</p> <p>Ko se v tem sporazumu sklicujemo na "podjetja", imamo v mislih organizacije tako iz zasebnega kot iz javnega sektorja.</p>

When referring to 'workers representatives' in this agreement, the prerogatives of trade union representatives are to be recognised, in accordance with national law and practice.

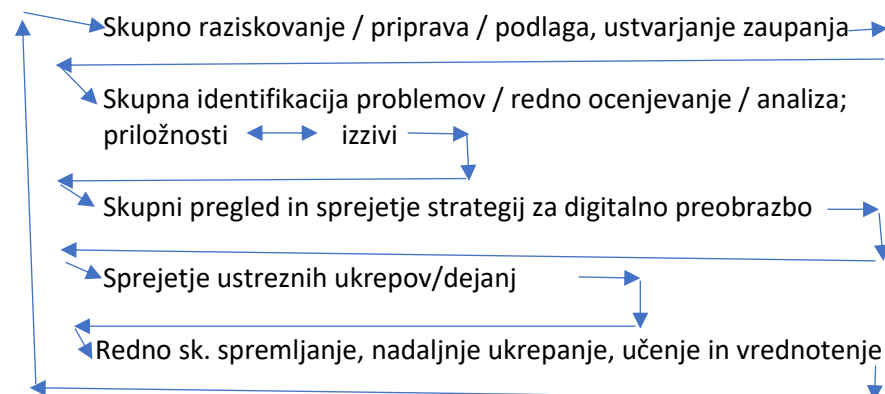
Ko se v tem sporazumu sklicujemo na "predstavnike delavcev", je treba v skladu z nacionalno zakonodajo in prakso upoštevati pristojnosti predstavnikov sindikatov.

DIGITALISATION PARTNERSHIP PROCESS



PROCES PARTNERSTVA ZA DIGITALIZACIJO

DIGITALNA TEHNOLOGIJA



ORGANIZACIJA DELA

- vsebina dela, veščine
- delovni pogoji (pogoji za zaposlitev in razmere, ravnovesje med delom in zasebnim življenjem)
- delovni odnosi
- delovne razmere (delovno okolje, varnost in zdravje pri delu)

O ČEM SE JE TREBA OPREDELITI

1. digitalne veščine in spretnosti ter zagotavljanje zaposlitve
2. načini priklapljanja in odklapljanja
3. umetna inteligenca in načelo, da odloča človek in ne stroj
4. spoštovanje človeškega dostojanstva ter nadziranje

For a better understanding of the process, the concepts used in it have the following broadly accepted connotations:

Za boljše razumevanje procesa imajo pojmi, ki se v njem uporabljajo, naslednje splošno sprejete pomene:

Work organisation

The work organisation is the distribution and coordination of work tasks and authority in an organisation. Work organisation is the way that tasks are distributed amongst the individuals in an organisation and the ways in which these are then coordinated to achieve the final product or service. The work organisation or structure tells you who is doing what, be it in teams or not, and who is responsible for what.

Work content and skills

Work content is about looking into the impact of digital technology/tools on the content of the job and the skills needed to perform the work and to (digitally) interact with others (co-workers, management, clients, intermediaries). It takes into account aspects such as autonomy, coherence, variation, workload, information, clarity of the role.

Working conditions

Working conditions refers to the working environment (e.g. health, safety, physical and mental demands, wellbeing, climate, comfort, sanitary provisions, work equipment) and aspects of a workers' terms and conditions of employment. The latter covers matters such as: working time (schemes), rest periods, work location(s), work-life balance, leave systems, training and learning opportunities, evaluation mechanisms.

Work relations

The work relations or interpersonal relations have an impact on the performance and the wellbeing of the workers. These encompass the social interaction

Organizacija dela

Organizacija dela je porazdelitev in usklajevanje delovnih nalog in pooblastil v organizaciji. Organizacija dela je način, kako so naloge razdeljene med posameznike v organizaciji, in načini, kako se te nato usklajujejo, da se doseže končni izdelek ali storitev. Organizacija ali struktura dela pove, kdo kaj počne, ne glede na to, ali se to počne v timih ali ne, in kdo je za kaj odgovoren.

Vsebina dela in veščine

Pri vsebini dela gre za preučevanje vpliva digitalne tehnologije/orodij na vsebino dela in za veščine, ki so potrebne za opravljanje dela in (digitalno) sodelovanje z drugimi (sodelavci, vodstvom, strankami, posredniki). Upošteva vidike, kot so samostojnost, medsebojna odvisnost, spremenljivost, delovna obremenitev, obveščanje, jasnost vloge.

Delovne razmere

Delovne razmere se nanašajo na delovno okolje (npr. zdravje, varnost, fizične in psihične zahteve, dobro počutje, podnebje, udobje, sanitarni pogoji, delovna oprema) in na vidike pogojev za zaposlitev delavcev. Slednji zajemajo zadeve, kot so: delovni čas (sheme), čas počitka, lokacija(-e) dela, ravnovesje med poklicnim in zasebnim življenjem, sistemi dopustov, možnosti za usposabljanje in učenje, mehanizmi vrednotenja.

Delovni odnosi

Odnosi na delovnem mestu ali medosebni odnosi vplivajo na uspešnost in dobro počutje delavcev. Vključujejo socialno interakcijo med delavci

<p>between workers themselves and between workers and the enterprise (formal and informal relations with the direct supervisor, the management, HR-function). Relations with clients and other third parties are also part of this. It is important to take into account the quality of the relations (collaboration, integration, contact moments and possibilities, communication, work atmosphere), the management style, the occurrence of violence or harassment, conflict management, support procedures and mechanisms.</p>	<p>samimi ter med delavci in podjetjem (formalni in neformalni odnosi z neposredno nadrejenim, vodstvom, kadrovske službo). Del tega so tudi odnosi s strankami in z ostalimi tretjimi osebami. Pomembno je upoštevati kakovost odnosov (sodelovanje, vključenost, kdaj je možno vzpostaviti stike in ali jih je sploh možno vzpostaviti, komunikacija, delovno vzdušje), slog vodenja, prisotnost nasilja oz. nadlegovanja, obvladovanje konfliktov, postopki in mehanizmi za podporo.</p>
<p><u>A partnership process between employers and workers' representatives</u></p> <p><u>Considering that:</u></p> <p>The overall goal is to achieve a consensual transition by a successful integration of digital technologies at the workplace and by reaping the opportunities as well as preventing and minimising the risks for both workers and employers and to ensure the best possible outcome for both employers and workers;</p> <p>Multiple topics play a role or should be taken into account. A broad multidisciplinary approach is suggested, which captures the relevant workplace elements;</p> <p>Most of these topics are interlinked and should not be dealt with in isolation;</p> <p>There is a need for tailoring the approach to the size of enterprise and to deal with different situations or circumstances whereas some features are the same for all enterprises independently of their size;</p> <p>A shared commitment by employers, workers and their representatives for an agreed and jointly managed process is important for success.</p>	<p><u>Partnerski proces med delodajalci in predstavniki delavcev</u></p> <p><u>Glede na to, da:</u></p> <p>Je končni cilj doseči sporazumni prehod z uspešno integracijo digitalnih tehnologij na delovno mesto in s koriščenjem priložnosti ter s preprečevanjem in zmanjševanjem tveganj tako za delavce kot za delodajalce ter z zagotavljanjem najboljših možnih rezultatov tako za delodajalce kot za delavce;</p> <p>Pri tem ima pomembno vlogo več tem oziroma bi jih bilo treba upoštevati. Predlaga se širok multidisciplinarni pristop, ki zajame bistvene elemente delovnega mesta;</p> <p>Večina teh tem je medsebojno povezanih in jih ne bi smeli obravnavati ločeno;</p> <p>Pristop je treba prilagoditi velikosti podjetja in upoštevati različne situacije ali okoliščine, čeprav so nekatere lastnosti enake za vsa podjetja ne glede na njihovo velikost;</p> <p>Za uspeh je pomembna skupna zaveza delodajalcev, delavcev in njihovih predstavnikov za dogovorjen in skupaj voden proces.</p>

<p>An agreed and jointly managed dynamic circular process is a suitable way for implementation of the agreement, whilst respecting the roles/responsibilities of different actors including workers' representatives.</p> <p>The presence or introduction of digital technologies or tools has an impact on several topics that are often interrelated. These topics are shown in the diagram:</p> <ul style="list-style-type: none"> • Work content – skills • Working conditions (employment terms and conditions, work-life balance) • Working conditions (work environment, health and safety) • Work relations • Work organisation <p>In the different steps of the process, all these topics have to be discussed and taken into account.</p> <p>In relation to the topics referred to above the following issues should also be discussed and taken into account as part of the process:</p> <ul style="list-style-type: none"> • Digital skills and securing employment • Modalities of connecting and disconnecting • Artificial Intelligence (AI) and guaranteeing the human in control principle • Respect of human dignity and surveillance <p>Digital technologies or tools can also be used/introduced to improve on those topics (e.g. by better work organisation, communication, more learning possibilities, improved work relations, better work-life-balance, gender equality).</p>	<p>Dogovorjen in skupno upravljan dinamičen krožni proces je primeren način za izvajanje sporazuma, upoštevajoč vloge/odgovornosti različnih akterjev, vključno predstavnikov delavcev.</p> <p>Prisotnost ali uvedba digitalnih tehnologij ali orodij vpliva na več tem, ki so pogosto medsebojno povezane. Te teme so prikazane v diagramu:</p> <ul style="list-style-type: none"> • vsebina dela - veščine • delovni pogoji (pogoji zaposlitve, usklajevanje poklicnega in zasebnega življenja) • delovne razmere (delovno okolje, zdravje in varnost) • delovni odnosi • organizacija dela <p>O vseh teh temah je v različnih fazah postopka treba razpravljati in jih upoštevati.</p> <p>V zvezi z zgoraj navedenimi temami je treba v okviru postopka razpravljati in upoštevati tudi naslednja vprašanja:</p> <ul style="list-style-type: none"> • digitalne veščine ter zagotavljanje zaposlitve • načini priklapljanja in odklapljanja • umetna inteligenca (UI) in zagotavljanje načela " odloča človek in ne stroj« • spoštovanje človeškega dostojanstva in nadziranje <p>Digitalne tehnologije ali orodja se lahko uporabljajo/uvajajo tudi za izboljšanje teh tem (npr. boljša organizacija dela, komunikacija, več možnosti za učenje, boljši delovni odnosi, boljše ravnovesje med delom in zasebnim življenjem, enakost spolov).</p>
<p><u>Stages in the Process</u></p> <ul style="list-style-type: none"> • The first stage <i>'Joint exploration/preparation/underpinning'</i> is about exploring, raising awareness and creating the right support base and climate 	<p><u>Faze procesa</u></p> <ul style="list-style-type: none"> • Prva faza "Skupno raziskovanje/priprava/temelji" je namenjena raziskovanju, ozaveščanju in ustvarjanju prave podporne baze in

<p>of trust to be able to openly discuss the opportunities and challenges/risks of digitalisation, their impact at the workplace and about the possible actions and solutions.</p> <ul style="list-style-type: none"> • The second stage 'Joint mapping/regular assessment/analysis' is a mapping exercise looking into the topic areas in terms of benefits and opportunities (how successful integration of digital technology can benefit the workers and the enterprise) and in terms of challenges/risks. Possible measures and actions are also identified at this stage. SMEs may need external advice/support. • The third stage 'Joint overview of situation and adoption of strategies for digital transformation' is the result of the above steps. It is about having a basic understanding of the opportunities and challenges/risks, the different elements and their interrelationships, as well as agreeing on digital strategies setting goals for the enterprise going forward. • The fourth stage 'Adoption of appropriate measures/actions' is based on the joint overview of the situation. It includes: <ul style="list-style-type: none"> ○ the possibility for a testing / piloting of the envisaged solutions; ○ priority setting; ○ timing, implementation in sequential time-bound phases; ○ clarifying/defining the roles and responsibilities of management and workers and their representatives; ○ resources; ○ accompanying measures such as (expert) support, monitoring, etc. 	<p>ozračja zaupanja, da bi lahko odkrito razpravljali o priložnostih in izzivih/tveganjih digitalizacije, njihovem vplivu na delovno mesto ter o možnih dejanjih in rešitvah.</p> <ul style="list-style-type: none"> • Druga faza "Skupno kartiranje/redno ocenjevanje/analiza" je kartiranje⁵ tematskih področij z vidika koristi in priložnosti (kako lahko uspešno vključevanje digitalne tehnologije koristi delavcem in podjetju) ter z vidika izzivov/tveganj. Na tej stopnji se opredelijo tudi možni ukrepi in dejanja. Mala in srednja podjetja bodo morda potrebovala zunanje svetovanje/podporo. • Tretja faza "Skupni pregled stanja in sprejetje strategij za digitalno preobrazbo" je rezultat zgornjih korakov. Gre za osnovno razumevanje priložnosti in izzivov/tveganj, različnih elementov in njihovih medsebojnih povezav, pa tudi za dogovor o digitalnih strategijah ter določanje prihodnjih ciljev podjetja. • Četrta faza "Sprejetje ustreznih ukrepov/dejanj" temelji na skupnem pregledu stanja. Vključuje: <ul style="list-style-type: none"> ○ možnost testiranja/pilotskih preizkusov predvidenih rešitev; ○ določitev prioritete; ○ časovni raspored, izvajanje v zaporednih časovno omejenih fazah; ○ pojasnitev/opredelitev vlog in odgovornosti vodstva in delavcev ter njihovih predstavnikov; ○ viri; ○ spremljevalni ukrepi, kot so (strokovna) podpora, načrtno spremljanje/opazovanje procesa itd.
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⁵ Opomba prevajalke: Kartiranje je prepoznavanje, določanje položaja, funkcije česa v organizmu, njegovem delu, strukturi – kot da bi naredili zemljevid organizma, kje je kaj.

<ul style="list-style-type: none"> The fifth stage 'Regular joint monitoring / follow-up, learning, evaluation' is where we come full circle to a joint assessment of the effectiveness of the actions and discussion on whether further analysis, awareness-raising, underpinning or actions are necessary. <p>Workers' representatives will be provided with such facilities and information as necessary to effectively engage in the different stages of the process.</p>	<ul style="list-style-type: none"> V peti fazi "Redno skupno opazovanje/naknadno ukrepanje, učenje, vrednotenje" se sklene krog skupnega ocenjevanja učinkovitosti dejanj in razprave o tem, ali so potrebne še nadaljnje analize, ozaveščanje, dodatno opredeljevanje temeljev ali dejanj. <p>Predstavnikom delavcev naj bodo na voljo oprema in informacije, ki so potrebne za učinkovito sodelovanje v različnih fazah postopka.</p>
<p><u>Tailoring</u></p> <p>Although the process steps would remain identical, this process should be tailored to different national, sectoral and/or enterprise situations and industrial relations systems by adjusting the tools used in the process, the content and/or the people/experts involved. It allows to have an approach which is relevant to different jobs, enterprises and sectors.</p> <p>The agreement acknowledges that a wide range of digital tools, training arrangements and joint procedures have already been introduced, in some cases by social partners. Consequently, these existing tools and procedures should be taken into account in the joint mapping/regular assessment/analysis and where there are concerns about the impacts on working conditions and health and safety needing urgent attention, action is taken.</p> <p>It is in the interest of employers and workers to adapt work organisation, where needed, to the ongoing transformation of work deriving from the use of digital work devices. This adaptation should occur in a way that respects workers' interests and employers' prerogatives in terms of work organisation at the enterprise level.</p>	<p><u>Prilagajanje v skladu s potrebami</u></p> <p>Čprav koraki procesa ostanejo enaki, je treba ta proces prilagoditi različnim nacionalnim, sektorskim in/ali podjetniškim razmeram ter sistemom industrijskih razmerij s prilagoditvijo orodij, ki se uporabljajo v procesu, vsebin in/ali vključitvijo ljudi/strokovnjakov. To omogoča pristop, ki je primeren za različna delovna mesta, podjetja in sektorje.</p> <p>V sporazumu je priznано, da je bila v nekaterih primerih s strani socialnih partnerjev že uvedena široka paleta digitalnih orodij, dogovorov o usposabljanju in skupnih postopkov. Posledično je treba ta že obstoječa orodja in postopke upoštevati pri skupnem kartiranju/rednem ocenjevanju/analizi in nujno ukrepati v primeru zaskrbljenosti glede vplivov na delovne razmere ter na zdravje in varnost.</p> <p>V interesu delodajalcev in delavcev je, da se organizacija dela po potrebi prilagodi potekajočemu preoblikovanju dela zaradi uporabe digitalnih delovnih naprav. To prilagajanje mora potekati na način, ki spoštuje tako interese delavcev kot pravico delodajalcev, da določajo organizacijo dela na ravni podjetja.</p>
<p><u>1 - Digital skills and securing employment</u></p> <p>Main objective and success factor</p>	<p><u>1 – Digitalne veščine in zagotavljanje zaposlitve</u></p> <p>Glavni cilj in dejavnik uspeha</p>

<p>The main objective is to prepare our current and future workforce and enterprises with the appropriate skills by continuous learning, to reap the opportunities and deal with the challenges of the digital transformation in the world of work.</p> <p>Shared interest of social partners The challenges and opportunities presented by digitalisation mean that social partners have a shared interest in facilitating access to quality and effective training and skills development while respecting the diversity and flexibility of training systems, which vary according to diverse industrial relations practices. This entails employers' commitment to use digital technology positively, seeking to improve innovation and productivity, for the long-term health of enterprises, and for the employment security of the workforce and for better working conditions. Along with workers' commitment to support the growth and success of enterprises and to recognise the potential role of digital technology, if enterprises are to remain competitive in the modern world.</p> <p>Identification of skills needs as a key challenge A key challenge social partners face is to determine which (digital) skills and change of processes are necessary to be introduced and, in consequence, to organise adequate training measures. This is valid for the national, sectoral and enterprise level, in line with the different national industrial relations systems.</p>	<p>Glavni cilj je s stalnim učenjem usposobiti našo sedanjo in prihodnjo delovno silo ter podjetja z ustreznimi veščinami, da bodo lahko izkoristili priložnosti in se spopadli z izzivi digitalne preobrazbe v svetu dela.</p> <p>Skupni interes socialnih partnerjev Izzivi in priložnosti, ki jih prinaša digitalizacija, predstavljajo skupni interes socialnih partnerjev za lažji dostop do kakovostnega in učinkovitega usposabljanja ter razvoja veščin, upoštevajoč raznolikosti in prilagodljivosti sistemov usposabljanja, ki se razlikujejo glede na različne prakse industrijskih razmerij. To vključuje zavezanost delodajalcev za pozitivno uporabo digitalne tehnologije za izboljšanje inovacij in produktivnosti za dolgoročno zdravje podjetij ter za varnost zaposlitve delovne sile in za boljše delovne razmere. Skupaj z zavezanostjo delavcev za rast in uspeh podjetij ter prepoznavanjem potencialne vloge digitalne tehnologije za ohranitev konkurenčnosti podjetij v sodobnem svetu.</p> <p>Prepoznavanje potrebe po veščinah kot ključni izziv Ključni izziv, s katerim se soočajo socialni partnerji, je določiti, katere (digitalne) veščine ter spremembe procesov je treba uvesti in posledično organizirati ustrezno usposabljanje. To velja za nacionalno, sektorsko in podjetniško raven, upoštevajoč različne nacionalne sisteme industrijskih razmerij.</p>
<p>Key elements</p> <ul style="list-style-type: none"> • There is a shared interest but different responsibility of employers and workers to contribute to upskilling and reskilling, leading to successful enterprises and high-quality public services and an appropriately skilled workforce. • Involvement of social partners at the appropriate level, as well as HR and line-managers and workers' representatives and (European) works councils, in: motivating staff to take part in training, creating frameworks based on open communication, and in information, consultation and 	<p>Ključni elementi</p> <ul style="list-style-type: none"> • Delodajalci in delavci imajo skupen interes, vendar različno odgovornost, da prispevajo k do-usposabljanju in pre-usposabljanju, ki bo vodilo v uspešnost podjetij in kakovostne javne storitve ter v ustrezno usposobljenost delovne sile. • Na vseh stopnjah procesa do-usposabljanja vključenost socialnih partnerjev ustrezne ravni, kakor tudi služb za upravljanje človeških virov in linijskih vodij ter predstavnikov delavcev in (evropskih) svetov delavcev: pri motiviranju zaposlenih naj se vključijo v usposabljanje, pri oblikovanju okvirov, temelječih na odprti komunikaciji, ter pri

<p>participation, in accordance with national industrial relations systems, should be promoted at all steps of the up-skilling process.</p> <ul style="list-style-type: none"> • Social partners can play a supportive role for enterprises in their efforts to set up skills plans to accommodate ongoing and future changes. SMEs' particular needs for support have to be taken into account. • Depending on the type of digital tools introduced and the specific national, sector and enterprise situation, a skill set that includes and combines technical, sector-specific skills, as well as a range of transversal and soft skills and competences like problem-solving capacity, critical thinking, collaborative and communicative skills, co-creation and creativity will be needed for the workforce. In parallel, human and social skills and competences, such as people management, emotional intelligence and judgement need to be further developed and enhanced. • Taking into account the speed of change in the labour market, intelligence tools, such as skills anticipation measures, and a regular assessment of a worker's existing skill set as part of a competence development approach to lifelong learning are extremely relevant to correctly identify future skills needs and choose the right training measures in close cooperation with workers' representatives. • A change-over towards a real learning culture in society and in enterprises and mobilising the workforce's positive attitude to change, is essential to make the digital transformation an opportunity, making commitment, creativity and solution-oriented approaches the core of social partners adaptation endeavours, whilst minimising possible risks at the same time. 	<p>obveščanju, posvetovanju in sodelovanju delavcev pri upravljanju v skladu z nacionalnimi sistemi delovnih razmerij.</p> <ul style="list-style-type: none"> • Socialni partnerji lahko podpirajo podjetja pri njihovih prizadevanjih, da vzpostavijo načrte pridobivanja veščin, potrebnih za prilagajanje trenutnim in prihodnjim spremembam. Upoštevati je treba specifične potrebe malih in srednjih podjetij za podporo. • Glede na tip uvedenih digitalnih orodij ter glede na specifične razmere v državi, sektorju in podjetju bo za delovno silo potreben nabor veščin, ki vključuje in združuje na eni strani tehnične in za sektor specifične veščine ter na drugi strani paleto veščin, skupnih za vse sektorje. Vključuje tudi veščine medosebnih odnosov in kompetenc, kakršne so sposobnost reševanja problemov, kritično mišljenje, sodelovalne in komunikacijske veščine, sposobnost ustvarjalno sodelovati v timu ter ustvarjalnost. Hkrati je treba še naprej razvijati in krepiti človeške in socialne veščine ter kompetence, kot so vodenje ljudi, čustvena inteligenca in sposobnost presoje. • Ob upoštevanju hitrosti sprememb na trgu dela so obveščevalna orodja, kot so ukrepi za predvidevanje veščin ter redno ocenjevanje že obstoječega nabora veščin delavca v okviru pristopa k vseživljenjskemu učenju kot razvoju kompetenc, izredno pomembna za pravilno določitev prihodnjih potreb po veščinah ter v tesnem sodelovanju s predstavniki delavcev za pravilno izbiro usposabljanja. • Prehod na pravo kulturo učenja v družbi in podjetjih ter mobilizacija pozitivnega odnosa delovne sile do sprememb sta bistvena za digitalno preobrazbo kot priložnost. Zavezanost, ustvarjalnost in v rešitve usmerjeni pristopi tako postanejo jedro prizadevanj socialnih partnerjev za prilagajanje in za hkratno minimiziranje morebitnih tveganj.
<p><u>Fostering digital transformation strategies supporting employment</u></p>	<p><u>Spodbujanje strategij digitalne preobrazbe, ki podpirajo zaposlovanje</u></p>

<p>The agreement encourages social partners at the appropriate levels and enterprises to introduce digital transformation strategies in a partnership approach, to pursue the following objectives:</p> <ul style="list-style-type: none"> • Foster employment transitions of workers in enterprises, and more broadly between enterprises and sectors, through investment in skills that ensure skills updating and the continuous employability of the workforce and the resilience of enterprises; • Provide the conditions for digital transformation of enterprises that leads to employment creation, including employers' commitment to introduce technology in a way that benefits at the same time employment, productivity and the work content and improved working conditions. <p>A shared analysis and joint commitment to action needs to be supported by social dialogue structures, comprising employer and workers representatives, to assess and identify training needs linked to digitalisation for the enterprise or sector and its workforce. These can be hard skills and soft skills, set out in an agreed skills training approach.</p>	<p>Sporazum spodbuja tako socialne partnerje na ustreznih ravneh kot podjetja, da s partnerskim pristopom uvedejo strategije digitalne preobrazbe in pri tem zasledujejo naslednje cilje:</p> <ul style="list-style-type: none"> • spodbujanje internih prehodov delavcev v podjetjih ter širše med podjetji in sektorji z naložbami v veščine, ki zagotavljajo posodabljanje veščin ter trajno zaposljivost delovne sile in odpornost podjetij; • zagotoviti pogoje za digitalno preobrazbo podjetij, ki vodi k ustvarjanju delovnih mest, vključno z zavezo delodajalcev, da bodo tehnologijo uvajali na način, ki koristi hkrati zaposlovanju, produktivnosti ter vsebini dela in izboljšanju delovnih razmer. <p>Skupno analizo in skupno zavezo k ukrepanju mora podpirati socialni dialog v podjetju ali sektorju tako predstavnikov delodajalcev kot predstavnikov delavcev za oceno potreb po z digitalizacijo povezanem usposabljanju delovne sile. Gre lahko tako za veščine za uporabo tehnologije kot za veščine medosebnih odnosov, opredeljene v dogovorjenem pristopu usposabljanja za pridobitev veščin.</p>
<p>Measures to be considered include:</p> <ul style="list-style-type: none"> • The commitment of both parties to upskill or reskill to meet the digital challenges of the enterprise. • Access to and arrangements of training, in line with diverse national industrial relations and training practices and taking into account the diversity of the workforce, such as in the forms of training funds / sectoral funds, learning accounts, competence development plans, vouchers. Training provisions should spell out clearly the conditions of participation, including in terms of duration, financial aspects, and worker commitment. • Where an employer requests to a worker to participate in a job-related training that is directly linked to the digital transformation of the enterprise, the training is paid by the employer or in line with the collective agreement or national practice. This training can be in-house or 	<p>Ukrepi, ki jih je treba upoštevati, vključujejo:</p> <ul style="list-style-type: none"> • zavezanost obeh strani k nadgrajevanju veščin ali prenovi veščin za soočanje z digitalnimi izzivi podjetja. • dostop do usposabljanja v skladu z nacionalnimi industrijskimi razmerji in prakso usposabljanja - na primer v obliki skladov za usposabljanje/sektorskih skladov, učnih računov, načrtov za razvoj kompetenc, bonov. Upošteva se naj raznolikost delovne sile. Pravila za usposabljanje morajo jasno opredeliti pogoje za udeležbo, tudi glede trajanja, finančnih vidikov in zavezanosti delavcev. • Če delodajalec od delavca zahteva, da se udeleži usposabljanja, povezanega z delom, ki je neposredno povezano z digitalnim preoblikovanjem podjetja, usposabljanje plača delodajalec oziroma kakor je to urejeno s kolektivno pogodbo ali nacionalno prakso. To usposabljanje lahko poteka v podjetju ali zunaj njega ter v za

<p>off-site and takes place at an appropriate and agreed time for both the employer and the worker, and where possible during working hours. If the training takes place outside of working time, appropriate compensation should be arranged.</p> <ul style="list-style-type: none"> • A focus on quality and effective training: This means to provide access to relevant training responding to the identified training needs of the employer and the worker. A key aspect of this in the context of the digital transformation is to train workers, to help them make the best possible use of the digital technologies that are introduced. • Training arrangements that provide skills which could support mobility between and within sectors. • Internal or external training validation solutions. • The operation of schemes such as short time work that combines a reduction of working hours with training, in well-defined circumstances. <p>Social partners should consider measures at the appropriate levels to ensure that the impact on employment is well anticipated and managed in digital transformation strategies supporting employment retention and creation. It is critical that digital technology is introduced in timely consultation with the workforce, and their representatives, in the framework of industrial relations systems, so that trust in the process can be built. An objective of digital transformation strategies is avoiding jobs losses as well as creating new opportunities, including by looking into re-design of jobs. Strategies should ensure that both the enterprise and the workers benefit from the introduction of digital technology, e.g. working conditions, innovation, productivity and share of productivity gains, business continuity, employability. Strategies are built on a shared commitment of social partners to:</p> <ul style="list-style-type: none"> • Retraining and upskilling, so that workers can transfer to new jobs or adapt to redesigned jobs within the enterprise, in agreed conditions; 	<p>delodajalca in delavca primernem in dogovorjenem času in, če je mogoče, med delovnim časom. Če usposabljanje poteka zunaj delovnega časa, je treba urediti ustrezno nadomestilo.</p> <ul style="list-style-type: none"> • poudarek na kakovostnem in učinkovitem usposabljanju: To pomeni, da je treba zagotoviti dostop do usposabljanja, ki ustreza ugotovljenim potrebam po usposabljanju delodajalca in delavca. V kontekstu digitalne preobrazbe je ključni vidik usposabljanje delavcev, da bi jim pomagali kar najbolje izkoristiti uvedene digitalne tehnologije. • ureditev usposabljanja, ki zagotavlja veščine, ki lahko podpirajo mobilnost med sektorji in znotraj njih. • notranje ali zunanje ovrednotenje rezultatov usposabljanja. • izvajanje ureditev, kakršna je skrajšani delovni čas, ki v jasno opredeljenih okoliščinah združuje usposabljanje s skrajšanjem delovnega časa. <p>Socialni partnerji bi morali razmisliti o ukrepih na ustreznih ravneh, da se zanesljivo predvidi in upravlja učinek na zaposlovanje v strategijah digitalnega preoblikovanja za ohranjanje in ustvarjanje delovnih mest. Ključnega pomena za vzpostavitev zaupanja v proces je, da se digitalna tehnologija uvaja po pravočasnem posvetovanju z delovno silo in njenimi predstavniki v okviru industrijskih razmerij. Cilj strategij digitalne preobrazbe je ne le preprečevanje izgube delovnih mest ampak tudi ustvarjanje novih priložnosti, tudi s preoblikovanjem obstoječih delovnih mest. Strategije bi morale zagotoviti, da imajo od uvedbe digitalne tehnologije koristi tako podjetja kot delavci, npr. za delovne razmere, inovacije, produktivnost in stopnjo višje produktivnosti, za trajnost poslovanja, zaposljivost. Strategije temeljijo na skupni zavezi socialnih partnerjev za:</p> <ul style="list-style-type: none"> • pre-usposabljanje in nadgrajevanje veščin, tako da se lahko delavci pod dogovorjenimi pogoji preusmerijo na nova delovna mesta ali se prilagodijo preoblikovanim delovnim mestom v podjetju;
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<ul style="list-style-type: none"> • The redesign of jobs to allow workers to remain within the enterprise in a new role if some of their tasks or their job disappears due to digital technology; • The redesign of work organisation if necessary, to take account of changed tasks, roles or competences; • An equal opportunities policy to ensure that digital technology results in benefit for all workers. If digital technology contributes to inequality for example between women and men, this issue must be addressed by the social partners. 	<ul style="list-style-type: none"> • preoblikovanje delovnih mest, ki delavcem omogoča, da ostanejo v podjetju v novi vlogi, če zaradi digitalne tehnologije izginejo nekatere njihove naloge ali delovno mesto; • preoblikovanje organizacije dela, če je to potrebno, da se upoštevajo spremenjene naloge, vloge ali kompetence; • politiko enakih možnosti, ki zagotavlja, da digitalna tehnologija prinaša koristi vsem delavcem. Če digitalna tehnologija prispeva k neenakosti, na primer med ženskami in moškimi, se morajo socialni partnerji s tem spoprijeti.
<p><u>2 - Modalities of connecting and disconnecting</u></p> <p>It is in the interest of employers and workers to adapt work organisation, where needed, to the ongoing transformation of work deriving from the use of digital work devices. Achieving clarity on the legitimate expectations that can be placed on workers when using such devices can be supported by collective bargaining at the appropriate levels in the Member States.</p> <p>The presence and/or introduction of digital devices/tools in workplaces can provide many new opportunities and possibilities to organise work in a flexible way to the benefit of employers and workers. At the same time, this may create risks and challenges around the delineation of work and of personal time both during and beyond working time.</p> <p>It is the employer's duty to ensure the safety and health of workers in every aspect related to the work. To avoid possible negative effects on workers' health and safety and on the functioning of the enterprise, the focus should be on prevention. This refers to a culture where employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority.</p>	<p><u>2 - Načini priklapljanja in odklapljanja</u></p> <p>V interesu delodajalcev in delavcev je, da organizacijo dela po potrebi prilagodijo nenehnemu preoblikovanju dela, ki izhaja iz uporabe digitalnih delovnih naprav. Jasnost glede upravičenih pričakovanj, ki se lahko postavijo pred delavce pri uporabi takšnih naprav, je mogoče doseči s kolektivnimi pogajanjmi na ustreznih ravneh v državah članicah.</p> <p>Prisotnost in/ali uvedba digitalnih naprav/orodij na delovnih mestih lahko zagotovi številne nove priložnosti in možnosti za prožno organizacijo dela v korist delodajalcev in delavcev. Na enak način pa lahko to ustvari tveganja in izzive glede razmejitve delovnega in osebnega časa tako med delovnim časom kot izven njega.</p> <p>Delodajalec je tisti, ki je dolžan zagotoviti varnost in zdravje delavcev v vseh vidikih, povezanih z delom. Da bi se izognili morebitnim negativnim učinkom na zdravje in varnost delavcev ter na delovanje podjetja, se je treba osredotočiti na preprečevanje. To se nanaša na kulturo, v kateri delodajalci in delavci aktivno sodelujejo pri zagotavljanju varnega in zdravega delovnega okolja prek sistema opredeljenih pravic, odgovornosti in dolžnosti ter v kateri ima načelo preprečevanja najvišjo prednost.</p>

<p><u>Measures to be considered include:</u></p> <ul style="list-style-type: none"> • Training and awareness raising measures; • Respect of working time rules and teleworking and mobile work rules; • Appropriate measures to ensure compliance; • Providing guidance and information for employers and workers on how to respect working time rules and teleworking and mobile work rules including on how to use digital tools, e.g. emails, including the risks of being overly connected particularly for health and safety; • Being clear about the policies and/or the agreed rules on the use of digital tools for private purposes during working time; • Commitment from management to create a culture that avoids out of hours contact; • Work organisation and workload, including the number of staff, are key aspects which need to be identified and evaluated jointly; • Achievement of organisational objectives should not require out of hours connection. With full respect for working time legislation and working time provisions in collective agreements and contractual arrangements, for any additional out of hours contacting of workers by employers, the worker is not obliged to be contactable; • And in respect of the bullet point above, appropriate compensation for any extra time worked, and; Alert and support procedures in a no-blame culture to find solutions and to guard against detriment for workers for not being contactable; • Regular exchanges between managers and workers and/or their representatives on the workload and work processes; • Alert and support procedures; 	<p><u>Ukrepi, ki jih je treba upoštevati, vključujejo:</u></p> <ul style="list-style-type: none"> • ukrepe za usposabljanje in ozaveščanje; • spoštovanje pravil o delovnem času ter pravil o delu na daljavo in mobilnem delu; • ustrezni ukrepi za zagotavljanje skladnosti s predpisi; • nudenje smernic in informacij za delodajalce in delavce za spoštovanje pravil o delovnem času ter pravil o delu na daljavo in mobilnem delu, vključno s tem, kako uporabljati digitalna orodja, npr. elektronsko pošto, vključno s tveganji prekomerne priključenosti zlasti, ko gre za zdravje in varnost; • jasna politika in/ali dogovorjena pravila o uporabi digitalnih orodij v zasebne namene med delovnim časom; • Zavezanost vodstva k ustvarjanju kulture, ki preprečuje priključenost zunaj delovnega časa; • Organizacija dela in delovna obremenitev, vključno s številom osebja, sta ključna vidika, ki ju je treba opredeliti in skupaj ovrednotiti; • Za doseganje ciljev organizacije se ne bi smelo zahtevati priključenost izven delovnega časa. Ob doslednem upoštevanju zakonodaje o delovnem času in določb o delovnem času v kolektivnih pogodbah in pogodbah o zaposlitvi delavec izven delovnega časa ni dolžan biti dosegljiv za kakršno koli dodatno delodajalčevo kontaktiranje; • in v zvezi z zgornjo točko ustrezno nadomestilo za morebitni dodatni delovni čas in; v okviru kulture brez obtoževanja postopke opozarjanja in podpore za iskanje rešitev, da se delavcev ne postavlja v slabši položaj, če niso dosegljivi; • redna izmenjava mnenj o delovni obremenitvi in delovnih procesih med vodji in delavci in/ali njihovimi predstavniki; • postopki opozarjanja in podpore;
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<ul style="list-style-type: none"> • Prevention of isolation at work. 	<ul style="list-style-type: none"> • preprečevanje izolacije pri delu.
<p><u>3 - Artificial Intelligence (AI) and Guaranteeing the Human in Control Principle</u></p> <p>Artificial intelligence (AI) will have a significant impact on the working world of tomorrow. Today most enterprises in Europe are still in the early stages of using new AI-based possibilities to optimise work processes or create new business models. At this point of departure, it is essential to explore the design options of using AI or Machine Learning systems for economic success and good working conditions.</p> <p>Whereas AI systems and solutions have the valuable potential to increase the productivity of the enterprise and the well-being of the workforce and a better allocation of tasks between humans, between different parts of the enterprise, and between machines and humans, it is also important to make sure that AI systems and solutions do not jeopardise but augment human involvement and capacities at work.</p> <p>This Social Partners' Autonomous Agreement sets out some direction and principles of how and under which circumstances AI is introduced in the world of work.</p> <p>The control of humans over machines and artificial intelligence should be guaranteed in the workplace and should underpin the use of robotics and artificial intelligence applications whilst respecting and complying with safety and security controls.</p> <p>Trustworthy AI has three components, which should be met throughout the system's entire life cycle and must be respected in the deployment in the world of work:</p>	<p><u>3 - Umetna inteligenca (UI) in zagotavljanje načela »odloča človek in ne stroj«</u></p> <p>Umetna inteligenca (UI) bo pomembno vplivala na delovni svet prihodnosti. Danes je večina podjetij v Evropi še vedno v zgodnjih fazah uporabe novih na umetni inteligenci temelječih možnosti za optimizacijo delovnih procesov ali ustvarjanje novih poslovnih modelov. Na tej izhodiščni točki je nujno treba preučiti možnosti za načrtovanje uporabe sistemov umetne inteligence ali učečih se strojev za gospodarski uspeh in dobre delovne pogoje.</p> <p>Sistemi in izvedbe umetne inteligence imajo dragocen potencial za povečanje produktivnosti podjetja in dobrega počutja delovne sile ter za boljše porazdelitev nalog med ljudmi, med različnimi deli podjetja ter med stroji in ljudmi. Prav tako pomembno pa je zagotoviti, da sistemi in izvedbe umetne inteligence ne ogrožajo, ampak povečujejo vključenost ljudi in njihovih zmogljivosti pri delu.</p> <p>Ta avtonomni sporazum socialnih partnerjev določa nekaj usmeritev in načel o tem, kako in v kakšnih okoliščinah se umetna inteligenca uvaja v svet dela.</p> <p>Na delovnem mestu je treba zagotoviti nadzor ljudi nad stroji in umetno inteligenco ter ojačati takšno uporabo robotike in aplikacij umetne inteligence, ki upošteva in se drži varovalk za varnost in varovanje.</p> <p>Zaupanja vredna umetna inteligenca ima tri komponente, ki morajo biti izpolnjene v celotnem življenjskem ciklu sistema in jih je treba upoštevati pri uvajanju v svet dela:</p>

<ul style="list-style-type: none"> • it should be lawful, fair, transparent, safe, and secure, complying with all applicable laws and regulations as well as fundamental rights and non-discrimination rules, • it should follow agreed ethical standards, ensuring adherence to EU Fundamental/human rights, equality and other ethical principles and, • it should be robust and sustainable, both from a technical and social perspective since, even with good intentions, AI systems can cause unintentional harm. <p>Social partners at the level of the enterprise and at other appropriate levels should pro-actively explore the potential of digital technology and AI to increase the productivity of the enterprise and the well-being of the workforce, including a better allocation of tasks, augmented competence development and work capacities, the reduction of exposure to harmful working conditions.</p> <p>The potential tensions between respect for human autonomy, prevention of harm, fairness and explicability of decision making should be acknowledged and addressed.</p>	<ul style="list-style-type: none"> • mora biti zakonita, poštena, pregledna, varna in zanesljiva, v skladu z vsemi veljavnimi zakoni in predpisi ter temeljnimi pravicami in pravili o nediskriminaciji, • upoštevati mora dogovorjene etične standarde in zagotavljati spoštovanje temeljnih/človekovih pravic, enakosti in drugih etičnih načel EU ter, • biti mora zanesljiva in trajnostna, tako s tehničnega kot družbenega vidika, saj lahko sistemi umetne inteligence kljub dobrim namenom povzročijo nenamerno škodo. <p>Socialni partnerji na ravni podjetja in na drugih ustreznih ravneh bi morali proaktivno raziskovati potenciale digitalne tehnologije in umetne inteligence za povečanje produktivnosti podjetja in dobrega počutja delovne sile, vključno z boljšo razporeditvijo nalog, povečanim razvojem kompetenc in delovnih sposobnosti ter za zmanjšanje izpostavljenosti škodljivim delovnim razmeram.</p> <p>Priznati in nasloviti je treba potencialne napetosti glede spoštovanja človekove avtonomije, pravičnosti, preprečevanja nevarnosti in razlaganja, zakaj se je nekdo odločal, kot se je.</p>
<p><u>Measures to be considered include:</u></p> <ul style="list-style-type: none"> • Deployment of AI systems: <ul style="list-style-type: none"> ○ should follow the human in control principle; ○ should be safe, i.e. it should prevent harm. A risk assessment, including opportunities to improve safety and prevent harm such as for human physical integrity, psychological safety, confirmation bias or cognitive fatigue should be undertaken; ○ should follow the principles of fairness, i.e. ensuring that workers and groups are free from unfair bias and discrimination; 	<p><u>Ukrepi, ki jih velja upoštevati, vključujejo:</u></p> <ul style="list-style-type: none"> • Pri uvajanju sistemov umetne inteligence: <ul style="list-style-type: none"> ○ bi morali upoštevati načelo "odloča človek in ne stroj"; ○ uvajanje mora biti varno, tj. preprečevati mora nevarnost. Izvesti bi bilo treba oceno tveganja, vključno z oceno priložnosti za izboljšanje varnosti in preprečevanje nevarnosti, na primer za človekovo telesno integriteto, psihološko varnost, kognitivno utrujenost ali nagnjenost ljudi, da pristransko dajejo prednost informacijam, ki potrjujejo njihova že obstoječa prepričanja ali hipoteze;

<ul style="list-style-type: none"> ○ needs to be transparent and explicable with effective oversight. The degree to which explicability is needed is dependent on the context, severity and consequences. Checks will need to be made to prevent erroneous AI output. ● In situations where AI systems are used in human-resource procedures, such as recruitment, evaluation, promotion and dismissal, performance analysis, transparency needs to be safeguarded through the provision of information. In addition, an affected worker can make a request for human intervention and/or contest the decision along with testing of the AI outcomes. ● AI systems should be designed and operated to comply with existing law, including the General Data Protection Regulation (GDPR), guarantee privacy and dignity of the worker. 	<ul style="list-style-type: none"> ○ upoštevati morajo načela pravičnosti, tj. zagotoviti, da delavci in skupine niso izpostavljeni nepravilnim predsodkom in diskriminaciji; ○ je treba biti pregleden in pojasnljiv z učinkovitim pregledom. Stopnja, do katere je potrebno pojasnjevati, je odvisna od konteksta, resnosti in posledic. Treba bo opraviti preverbe, da se preprečijo napačni rezultati umetne inteligence. ● V primerih, ko se sistemi umetne inteligence uporabljajo v kadrovske postopkih, kot so zaposlovanje, ocenjevanje, napredovanje in odpuščanje ter analiza uspešnosti, je treba preglednost zagotoviti z zagotavljanjem informacij. Poleg tega sme prizadeti delavec zahtevati človeško posredovanje in/ali izpodbijati odločitev in testiranje rezultatov umetne inteligence. ● Sistemi umetne inteligence morajo biti zasnovani in upravljani v skladu z veljavno zakonodajo, vključno s Splošno uredbo o varstvu podatkov (GDPR), ter zagotavljati zasebnost in dostojanstvo delavca.
<p><u>4 - Respect of human dignity and surveillance</u></p> <p>Digital technology and AI surveillance systems, along with data processing, offer the possibility of securing the working environment and ensuring healthy and safe working conditions and improving enterprise efficiency. However, at the same time, they raise the risk of compromising the dignity of the human being, particularly in cases of personal monitoring. This could lead to deterioration of working conditions and well-being of workers.</p> <p>Data minimisation and transparency along with clear rules on the processing of personal data limits the risk of intrusive monitoring and misuse of personal data.</p> <p>GDPR provides for rules in relation to the processing of personal data of workers in the employment context that need to be respected.</p>	<p><u>4 - Spoštovanje človeškega dostojanstva in nadziranje</u></p> <p>Digitalna tehnologija in sistemi nadziranja z umetno inteligenco skupaj z obdelavo podatkov ponujajo možnost varovanja delovnega okolja in zagotavljanje zdravih in varnih delovnih razmer ter izboljšanje učinkovitosti podjetja. Vendar pa hkrati povečujejo tveganje za ogroženost človeškega dostojanstva, zlasti v primerih osebnega nadziranja/opazovanja. To lahko privede do poslabšanja delovnih razmer in dobrega počutja delavcev.</p> <p>Minimiziranje količine podatkov in preglednost ter jasna pravila za obdelavo osebnih podatkov omejujejo tveganje vsiljivega nadziranja/opazovanja in zlorabe osebnih podatkov.</p>

<p>The social partners in this agreement recall article 88 of the GDPR which refers to possibilities to lay down by means of collective agreements, more specific rules to ensure the protection of the rights and freedom with regards to the processing of personal data of employees in the context of employment relationships.</p> <p><u>Measures to be considered include:</u></p> <ul style="list-style-type: none"> • Enabling workers' representatives to address issues related to data, consent, privacy protection and surveillance. • Always linking the collection of data to a concrete and transparent purpose. Data should not be collected or stored simply because it is possible or for an eventual future undefined purpose. • Providing workers representatives with facilities and (digital) tools, e.g. digital notice boards, to fulfil their duties in a digital era. 	<p>GDPR določa pravila za obdelavo osebnih podatkov delavcev v okviru zaposlitve, ki jih je treba upoštevati.</p> <p>Socialni partnerji v tem sporazumu opozarjajo na 88. člen Splošne uredbe o varstvu podatkov, ki se nanaša na možnosti, da se s kolektivnimi pogodbami določijo podrobnejša pravila za zagotovitev varstva pravic in svoboščin v zvezi z obdelavo osebnih podatkov zaposlenih v okviru delovnih razmerij.</p> <p><u>Ukrepi, ki jih je treba upoštevati, vključujejo:</u></p> <ul style="list-style-type: none"> • omogočanje predstavnikom delavcev, da naslovijo vprašanja, povezana s podatki, s privolitvijo, z varstvom zasebnosti in z nadziranjem. • vedno je treba povezati zbiranje podatkov s konkretnim in jasnim namenom. Podatkov se ne sme zbirati ali shranjevati samo zato, ker je to mogoče, ali za morebitni prihodnji še nedoločen namen. • predstavnikom delavcev je za opravljanje njihovih dolžnosti v digitalni dobi treba zagotoviti opremo in (digitalna) orodja, npr. digitalne oglasne deske.
<p><u>Implementation and follow-up</u></p> <p>This framework agreement is an autonomous initiative and the result of negotiations between the European social partners as part of their sixth multiannual work programme for 2019-2021. In the context of article 155 of the Treaty, this autonomous European framework agreement commits the members of BusinessEurope, SMEunited, CEEP and ETUC (and the liaison committee EUROCADRES/CEC) to promote and to implement tools and measures, where necessary at national, sectoral and/or enterprise levels, in accordance with the procedures and practices specific to management and labour in the Member States and in the countries of the European Economic Area. The signatory parties also invite their member organisations in candidate countries to implement this agreement. The implementation of this agreement will be carried out within three years after the date of signature of this agreement.</p>	<p><u>Izvajanje in nadaljnji ukrepi</u></p> <p>Ta okvirni sporazum je avtonomna pobuda in rezultat pogajanj med evropskimi socialnimi partnerji v okviru njihovega šestega srednjeročnega delovnega programa za obdobje 2019-2021. Ta avtonomni evropski okvirni sporazum v smislu 155. člena Pogodbe o EU zavezuje člane BusinessEurope, SMEunited, CEEP in ETUC (ter povezani odbor EUROCADRES/CEC) k spodbujanju in izvajanju orodij in ukrepov, kjer je to potrebno na nacionalni, sektorski in/ali podjetniški ravni, in to v skladu s postopki in praksami, lastnimi delodajalskim in sindikalnim organizacijam v državah članicah in državah Evropskega gospodarskega prostora. Podpisnice pozivajo tudi svoje organizacije članice v državah kandidatkah k izvajanju tega sporazuma. Rok za izvajanje tega sporazuma je tri leta od datuma njegovega podpisa.</p>

<p>The implementation process should encourage the adoption of measures that are sustainable and that their effectiveness is evaluated by the social partners at the appropriate level.</p> <p>The social partners should make use of their existing national experience drawn in the process of implementation of previous autonomous agreements of European social partners.</p> <p>Member organisations will report on the implementation of this agreement to the Social Dialogue Committee. During the first three years after the date of signature of this agreement, the Social Dialogue Committee will prepare and adopt a yearly table summarising the ongoing implementation of the agreement. A full report on the implementation actions taken will be prepared by the Social Dialogue Committee and adopted by the European social partners during the fourth year. In case of no reporting and/or implementation after four years and after evaluation in, and when supported by, the Social Dialogue Committee, the European social partners will engage in joint actions together with the national social partners of the countries concerned in order to identify the best way forward in implementing this framework agreement in the national context.</p> <p>The signatory parties shall evaluate and review the agreement any time after the five years following the date of signature, if requested by one of them.</p> <p>In case of questions on the content of this agreement, member organisations involved can jointly or separately refer to the signatory parties, who will jointly or separately reply. When implementing this agreement, the members of the signatory parties avoid unnecessary burdens on SMEs. Implementation of this agreement does not constitute valid grounds to reduce the general level of protection afforded to workers in the field of this agreement. This agreement does not prejudice the right of social partners to conclude, at the appropriate level, including European level, agreements adapting and/or complementing this agreement in a manner which will take note of the specific needs of the social partners concerned.</p>	<p>Postopek izvajanja mora spodbujati sprejemanje ukrepov, ki so trajnostni in katerih učinkovitost vrednotijo socialni partnerji na ustrezni ravni. Socialni partnerji naj pri tem izkoristijo svoje že obstoječe nacionalne izkušnje, pridobljene v procesu izvajanja prejšnjih avtonomnih sporazumov evropskih socialnih partnerjev.</p> <p>Organizacije članice bodo o izvajanju tega sporazuma poročale Odboru za socialni dialog. V prvih treh letih po podpisu tega sporazuma bo Odbor za socialni dialog pripravil in sprejel letno preglednico, ki bo povzemala tekoče izvajanje sporazuma. V četrtem letu bo Odbor za socialni dialog pripravil celovito poročilo o sprejetih dejanjih za izvajanje sporazuma, ki ga bodo evropski socialni partnerji potrdili. V primeru, da po štirih letih ne bo poročil in/ali izvajanja ter po ovrednotenju Odbora za socialni dialog in ob njegovi podpori, bodo evropski socialni partnerji skupno začeli sodelovati s socialnimi partnerji zadevnih držav, da bi v nacionalnem okviru našli najboljši način izvajanja tega okvirnega sporazuma. Če bo ena od podpisnic to zahtevala po petih letih, bodo podpisnice ovrednotile in pregledale ta sporazum.</p> <p>V primeru vprašanj o vsebini tega sporazuma se lahko nacionalne organizacije članice skupaj ali ločeno obrnejo na podpisnice, ki jim bodo skupaj ali ločeno odgovorile. Pri izvajanju tega sporazuma se naj nacionalne organizacije kot članice podpisnic izogibajo nepotrebnim obremenitvam za mala in srednja podjetja. Izvajanje tega sporazuma ni upravičena podlaga za zmanjšanje splošne ravni varstva delavcev na področju tega sporazuma. Ta sporazum ne omejuje pravice socialnih partnerjev, da na ustrezni ravni, vključno z evropsko ravno, sklenejo sporazume za prilagoditev in/ali dopolnitev tega sporazuma na način, ki bo upošteval posebne potrebe zadevnih socialnih partnerjev.</p>
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